



Workforce Advancement Training Grants

WAT

Purpose of WAT



- The purposes of this grant category is to promote increased investment in the development of incumbent workers, improve Wisconsin businesses' productivity and competitiveness, and augment the state's economic base by expanding technical college training services to businesses and industry. Grants will be awarded to upgrade the skills and productivity of employees of established businesses operating in Wisconsin, with the broader objective of supporting regional workforce and economic development efforts. Training under these grants must focus on occupational skills but can include a combination of occupational, academic, and employability topics or courses.

Who is eligible?



Types of Categories



- Grant funds will be allocated to two categories of businesses:
- General Businesses
- Small Businesses



Definition of Terms

- **General Business:** A general business is any qualified business that has not been certified as a small business.
- **Small Business:** A business that employs 100 or less workers or has an annual gross income of \$10,000,000 or less is considered to be a small business. Current and prospective employees are eligible to receive training.
- **Staff Development:** Learning activities to increase the expertise of a technical college instructor who will deliver training described in the grant application.

Grant Information



- Projects that would accomplish one or more of the following will receive special consideration:
- increase employees' wages,
- improve employees' job and career opportunities,
- implement activities related to career pathways and bridge programs as defined under the RISE initiative,
- implement part of a formal regional development strategy collaboratively planned by business and industry and workforce and economic development organizations,
- strengthen the position of the state's driver industries and related industry clusters

Grant Information



- Proposals related to employers previously served by the college under a Workforce Advancement Training grant will be accepted. However, if funding requests greatly exceed funds available, the System Office may give preference to proposals involving employers not previously served.
- Successful applications will be funded up to 75% of total approved project costs.
- Districts will provide a local cash match up unfunded portion of total approved project costs. The local cash match can be provided by the college, employer, or both.
- No in-kind match will be accepted.

Allowable Activities

- Assess the learning needs of employees to determine knowledge and skills needed by employees to more effectively perform their current or future job assignments.
- Develop curriculum that applies directly to employees' occupational tasks.
- Conduct instructional activities.
- Provide staff development activities to develop the expertise needed by college instructional staff to provide the proposed training.

Allowable Activities



- Purchase supplies, equipment, video, computer software, or other instructional materials directly related to the instructional activities completed under the grant. (Allowable expenses are limited to the policies and percentages listed in the limitations section.).
- Occupational skills should be the primary focus of training provided under the grant. Activities related to basic skills or English Language Learning are allowable if they directly support occupational skill training provided under the grant.

Coordinated WATG and WABE Applications



- A district may choose to submit coordinated, matched applications under the Workforce Advancement Training Grant and Workplace Adult Basic Education categories as a means of requesting grant funds to support projects involving the same employer or employers and substantial amounts of both occupational training and basic skills or English Language Learning instruction. Coordinated applications will be reviewed and considered for funding as a single, unified proposal.

Advancing Manufacturing into the Global Marketplace (AMGM)

Q. Which companies are eligible to apply for AMGM grant reimbursement funding?

- A. *Any company in the Milwaukee 7 Region that is a member of the Wisconsin Precision Metalworking Council (WPMC) is eligible to apply.*



Criteria for Membership to Wisconsin Precision Metalworking Council



- The Wisconsin Precision Metalworking Council (WPMC) is comprised of Precision Metalworking Trade Associations located in Wisconsin. **A regular member of the Council is an Association.**
- As of December 2009, the only members of the WPMC are the Milwaukee Chapter of the National Tooling and Machining Association (NTMA), the Milwaukee Chapter of the American Mold Builders Association (AMBA), and the Tool, Die and Machining Association of Wisconsin (TDMAW).
- At this time, the only way to promote “membership” in WPMC is through one of these associations.

Q. What kind of training qualifies for reimbursement under this grant?

- A. *Generally, training on computer software, company-based hands-on training with new equipment or new major skills. Instruction must take place at a school, training facility, or worksite of a WPMC member.*



For which employees can funds be requested for?



- *A. In order for an employee to be eligible for AMGM training funds they must be:*
- *An incumbent worker (working at the organization for at least 90 days)*
- *18 years of age or older*
- *A US Citizen or Legally eligible to work in the United States*
- *Registered with Selective Services (there are some exceptions)*



How much money is available?



- Each eligible is allowed up to \$36,000 per company with a maximum of \$6,000 per employee limit.
- The first \$3000 of employee training is reimbursed at 100%, employer match of 25% is required for amounts over \$3000 per employee with a maximum of \$6000 per employee and \$36,000 maximum per company.



Wisconsin's Green to Gold Fund



- The State of Wisconsin has created a Green to Gold fund as a commitment to manufacturers in the state to focus on creating and retaining jobs.
- The Green to Gold fund will create a one-stop shop – a single point of entry for manufacturers that aligns federal dollars, existing and future state resources to ensure that industrial manufacturers;
 - Create or retain jobs as they achieve energy efficiency
 - Use renewable energy and
 - Possible retooling to make products that support a green economy.



Description of Initiative



- The fund will operate primarily as a revolving loan fund, ensuring that Wisconsin's commitment to industry is long-term and sustainable.
- The fund commits to using the state's existing and future State Energy Program funding, future funding for the Wisconsin Energy Independence Fund (WEIF), and calls for alignments so that utility-funded programs can more strongly support Wisconsin's industrial manufacturers.



Description of Initiative



- By using a revolving loan fund, Green to Gold creates a legacy program for Wisconsin's industrial manufacturers using a self-replenishing pool of money that utilizes interest and principal payments on old loan funds to issue new ones.
- These low – or no interest loans will improve the competitive position of Wisconsin manufacturers, allowing them to grow, hire new workers, and see energy cost savings.



Next Steps?



- WRTP/BIG STEP will be assisting with outreach to employers that will be able to use this fund to achieve the stated goals.
- Attend briefing with Department of Commerce in late July. Learn more on how the fund will be administered and how funds are accessed.
- Fill positions needed for the outreach.

